

A STUDY ON HRD CLIMATE ON EMPLOYEE PERFORMANCE IN AUTOMOBILE INDUSTRY IN CHENNAI

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ABSTRACT

The Organizations day to day adopts numerous business improvements to better performance in this paper aim is to the organization's overall HRD climate on employee performance. The study aims to find out the influence of HRD climate on employee performance in automobile industry. Finally the results and suggestions related to the analysis revealed that, various factors of HRD climate influences the employee performance and also motivates them.

KEYWORDS: HRD Climate, Employee Performance & Automobile Industry

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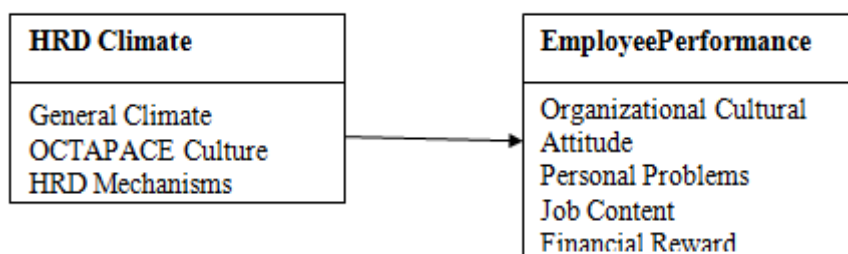
1. INTRODUCTION

HRD climate is an integral part of organizational climate which refers to perceptions of employee can have on the developmental environment of the organization on their overall performances. In the end, the study offers a perspective that the relationship among employee. It dents the performance among employees.

Employees are the key constituent of every organisation. The achievement of the organisation depends highly on the performance of its employees. Organisation can achieve their targets only through their employees. Therefore it is very essential to provide the amenities for improving the performance of employees. The extent to which an employee works towards the tasks included in his/her job is known as performance (Byars and Rue, 2006).

2. CONCEPTUAL FRAMEWORK FOR THE STUDY

Based on the literature review, the study variables of HRD climate and employee performance are:



3. THE STATEMENT OF THE PROBLEM

Various research revealed numerous benefit of HRD such as variable influencing trust between employees and organisation through the HRD climate has many benefit still automobile industry face certain difficulties in

implement and activating the group continuously in their concern for this purpose the researcher identified variable influencing the implementation of HRD climate and employee performance and suggestions to make effectiveness of automobile industry. In this study, researcher created the following questions

- There is any relationship between HRD climate and Employee Performance of the automobile industry in Chennai.
- What are factors determining the HRD climate and the factors influencing the employee performance.
- What are the recommendations can be made for industrial psychology on the basis of the findings of the research.

4. SCOPE OF THE STUDY

HRD climate of the variables that influences the level of performance of employees in every industry. This study is focused on HRD climate and employee performance. The study has selected automobile industry in and around Chennai and made an attempt to find out the perceptions of different levels of worker on similar HRD climate factors. The ultimate increase in production is achieved through the performance of employees who are engaged in the automobile industry

5. LIMITATIONS OF THE STUDY

There are some limitations is that the researcher has confined his study area only to the automobile industries in and around Chennai SIPCOT Region. Thus the results and findings can be generalized only to automobile industry at SIPCOT in and around Chennai.

6. REVIEW OF LITERATURE

Jitendraand Suresh Rao (2019)Have been explored investigating the opinions of managers working in textile industry functioning in Andhra Pradesh regarding the HRD practices and determine the association with employee performance. It was also found that HRD practices from 375 managers in textile industry considering the variables of the HRD climate. Finally the paper result provides suggestions for promoting HRD climate.

Vijayabanu, et. al, (2017) have been analyzed both the employer and employee expects positive organisational climate. It was found that all five independent variables positively predicted employee's work commitment except member quality. The R^2 value of this model is 67.2%. This shows the impact of six independent variables towards work commitment.

Jegajothi (2015) has been studied the relationship between organisational climate and employee performance. The study identified that there is positive relationship between organisational climate and employee performance and the organizational climate which motivates and increase the organisation effectiveness. It was found that workplace behaviour, worker productivity, work commitment, job level, job status, promotion, employee training and employee rewards etc have the positive relationship with motivation and employees performance.

7. METHODOLOGY

7.1 Objective of the Study

- To identify the relationship between the HRD climate and employee performance of the automobile industry.
- To describe the influence of HRD climate on employee performance of the automobile industry.

7.2 Hypothesis of the Study

- There is no relationship between HRD climate and performance of the employee.
- There is no influence by the HRD climate factor over the employee performance.

7.3 Sampling Technique and Sample Size

Under this technique random sampling was adapted respondents were selected based on random sampling technique. Totally, 550 sample respondents were approached to participate in this study. Out of 550 sample respondents, 400 responses were declared fit for further analysis. Hence, a sample of 400 was considered for this study. The sample area was State Industries Promotion Corporation of Tamil Nadu Ltd (SIPCOT) of Chennai city.

7.4 Procedure

Primary data was collected from automobile industry in Chennai. The respondents were lower level management who were working as regular employees in the company. The questionnaires were given to respondent who come under the sample. The filled questionnaire were obtained back from their area and processed further.

7.5 Tools for Data Analysis

The statistical tools correlation and multiple regressions are used

7.6. Reliability

Reliability coefficient Alpha value for overall HRD climate 0.837 and employee performance is 0.829 which shows a reliability and consistency of the scale used in this study.

Table 7.1: Reliability Statistics

Variable	Cronbach's Alpha value
HRD climate	0.837
Employee performance	0.829

8. RESULTS AND DISCUSSIONS

Table 8.1: Correlation Analysis Showing Relationship between HRD Climate and Employee Performance

Variables	Employee Performance	
	r	P
General climate	0.723	0.001
OCTAPACE culture	0.606	0.001
HRD Mechanisms	0.660	0.001

The correlation analysis found that the sample of 400 employees, to validate the relationship between human resource development climate and Employee performance among employees of automobile industry. Frequency distribution, r value and p values are calculated

General climate factor shows moderate level positive correlation with employee performance. The analysis found p value is 0.001 and significant at one percent level of significance. Correlation coefficient is 0.723 and size of the correlation is poor, the General climate factor is positive in its direction towards the employee performance.

OCTAPACE culture factor shows moderate level positive correlation with employee performance. The analysis found p value is 0.001 and significant at one percent level of significance. Correlation coefficient is 0.606 and size of the correlation is poor, the OCTAPACE culture factor is positive in its direction towards the employee performance.

HRD Mechanisms factor shows moderate level positive correlation with employee performance. The analysis found p value is 0.001 and significant at one percent level of significance. Correlation coefficient is 0.660 and size of the correlation is poor, the HRD Mechanisms factor is positive in its direction towards the employee performance. It is clearly found from the correlation analysis shows that there is significant relationship between HRD climate and Employee performance among employees of automobile industry.

Table 8.2: Multiple Regression Showing Influence of HRD Climate on Employee Performance

Model Summary						
	R	R Square	Adjusted R Square	F	P	
	0.755	0.570	0.564	90.124	0.001	
Coefficients						
Model		Un standardized Coefficients		Standardized Coefficients	t	P
		B	Std. Error	Beta		
	Constant	1.342	0.280		4.797	0.001
1	General climate	2.061	0.442	0.186	4.658	0.001
2	OCTAPACE culture	2.107	0.461	0.196	4.573	0.001
3	HRD Mechanisms	1.795	0.422	0.180	4.256	0.001

Dependent Variable: Employee Performance

The above table shows that (R^2 -.570, F- 90.124, P- 0.001) hence the P value is significant at 1% level Hence the assumed regression model may be considered as a good fit. It is concluded that there is an influence by the HRD climates factor over the employee performance. The table also exhibits among the three factors of HRD climate are at 1% level of significance with the employee performance.

9. RECOMMENDATIONS FOR FURTHER STUDY

Researchers recommended organisations to adapt the study to public, private sector, bank and MNC. This study also was used in insurance company, financial institutions, manufacturing industry, hospitality industry etc. This study can be also made into comparative study.

10. CONCLUSIONS

It can be concluded from this study that there exists HRD climate and employee performance in automobile industry has so far discussed analysis and interpretation. This study has random sampling technique to collect data from work place. The sample size consisted of 400 employees of automobile industry. In this study, HRD climate was dependent variable and employee performance was considered as independent variable. It is clearly found from the correlation analysis shows that there is significant relationship between HRD climate and performance of employee and the study found that there is an influence of HRD climate and employee performance towards automobile industries in Chennai.

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